



REQUEST FOR ASSISTANCE (RFA) FORM INTAKE INTERVIEW LOG

<u>Date:</u> 3/5/18	<u>Interviewer:</u> Lafayette Baker	RFA #18 – 26
<u>Name of Person(s) Requesting Assistance:</u> [REDACTED]		
<u>Contact Numbers (telephone, e-mail, etc.):</u> [REDACTED]		
<u>Status of Person(s) Interviewed (title, position, student status, etc.):</u> Student		
<u>Requested Assistance Pertaining To (name, position, policy, project, etc.):</u> WWU Club [REDACTED]		

To the best of your knowledge, please fill out the following:

Interviewee Status: Male ☐ Female ☐ Administrator ☐ Faculty ☐ Staff ☐ Student ☐
 Concern Regarding: Male ☐ Female ☐ Administrator ☐ Faculty ☐ Staff ☐ Student ☐

Category: (Please check at least one)

- | | | | | |
|--------------------------------------------------------|--------------------------------------------|---------------------------------------------|-------------------------------------|----------------------------------------------|
| <input type="checkbox"/> Age | <input type="checkbox"/> Color | <input type="checkbox"/> Creed | <input type="checkbox"/> Disability | <input type="checkbox"/> Veteran Status |
| <input type="checkbox"/> Marital Status | <input type="checkbox"/> National Origin | <input type="checkbox"/> Race | <input type="checkbox"/> Religion | <input type="checkbox"/> Retaliation |
| <input type="checkbox"/> Sex/Gender | <input type="checkbox"/> Sexual Harassment | <input type="checkbox"/> Sexual Orientation | <input type="checkbox"/> Employment | <input type="checkbox"/> Genetic Information |
| <input type="checkbox"/> Gender Identity or Expression | | | | |

Time Line		
Date	Item	Comments
3/5/18	LB meet with [REDACTED]	LB explains the EO Office Resolution processes, "Protocol," including differences between the informal resolution process and filing a formal discrimination complaint. LB also discusses the EO Office's limits on confidentiality (including the Public Records Act) and the prohibition against retaliation, as well as resources and reporting options. [REDACTED] indicated he did not want to file a formal complaint and that he wanted an informal resolution. [REDACTED] explained that he was part of the AS Club [REDACTED]. He believes he was asked to quit because of his disability. He said instead of talking to LB, it would be better if he typed a statement because of his disability.
3/15/08	[REDACTED] emailed LB his statement	
3/15/08	SGS and LB called [REDACTED]	SGS and LB clarified with [REDACTED] if he wanted to file a formal complaint or continue with the informal resolution process because the document he sent to LB was titled Formal Complaint. [REDACTED] indicated that he was interested in an

		informal resolution. SGS then asked [REDACTED] to resend his statement with an updated cover page.
3/21/08	[REDACTED] emailed LB	[REDACTED] attached his statement with a new informal statement cover page.
3/27/18	LB emailed [REDACTED] to set up a follow-up meeting	
4/11/18	LB met with [REDACTED]	<p>Since [REDACTED] Report had non-EO issues in it, the following summarizes his EO-related concerns:</p> <p>[REDACTED] stated [REDACTED] sent him an email asking him to quit the [REDACTED]. [REDACTED] felt the email was a roundabout way of asking him to quit purely for social reasons that are inherently tied to his disability.</p> <p>[REDACTED] indicated that one of the members asked him if he was autistic. And several members of the team called him a "Spaz." However, he does not remember which members.</p> <p>[REDACTED] explained that [REDACTED], told him to stop being awkward. And [REDACTED] called him weird and unprofessional when he brought up a concern about another [REDACTED] member. [REDACTED] said [REDACTED] told him it could jeopardize his statue with the team if he criticized that member.</p> <p>[REDACTED] said other members of the team also called him weird, but he cannot remember which members.</p> <p>[REDACTED] explained that he talked to [REDACTED] member [REDACTED], about concerning behavior regarding a mutual friend. And she told him he was probably imagining things, and he has a tendency to do that. He thought she made that comment because of his disability.</p> <p>[REDACTED] indicated that June 2017, when they were in [REDACTED] for an [REDACTED] festival. In their hotel, [REDACTED], and [REDACTED] were mimicking how they thought a deaf person might sound. And they were joking and laughing while they were doing it.</p> <p>[REDACTED] said the club members ignored him during their group discussions. [REDACTED] explained that he would often raise his hand because he wanted to talk, and they would not call on him to speak.</p> <p>[REDACTED] wants be a part of [REDACTED] again. They asked him to quit, and he did not want to quit. [REDACTED] would also like some type acknowledgment or apology about the way they treated him.</p> <p>LB explained that EOO cannot guarantee any outcomes, but we can assist [REDACTED] with his concerns.</p> <p>Note: When LB interviewed member of the [REDACTED] (see below. He indicated [REDACTED] had concerns about being treated unfairly because of his disability, but did not discuss the disability.</p> <p>In addition, LB explained to [REDACTED] that LB would focused on his concerns about being treated unfairly because of his disability. And if he wanted to discuss some of the other issues he wrote about in his statement [REDACTED] could schedule a meeting with LB to discuss those issues.</p>

4/20/18	LB talked to Jennifer Cook, AS Club Activities Coordinator	<p>Jennifer indicated that the [REDACTED] members told her that they asked [REDACTED] to leave [REDACTED] members explained that he was manipulative, lying, and there was inappropriate behavior toward women. Jennifer did not have any specific examples of the inappropriate behavior toward women.</p> <p>Jennifer said [REDACTED] members told her that while they were in [REDACTED] Made an inappropriate joke about Columbine. He said "People will understand once I bring a gun to campus." In addition, he did not show up for their performance in [REDACTED].</p> <p>Jennifer said if club members feel someone is disruptive, they can ask them to leave the group.</p>
4/20/17	LB Talked to Michael Sledge	Michael indicated UP followed up at the time regarding this; no threat at this time.
4/23/18	LB met with [REDACTED]	<p>LB explained the EO Office's Resolution processes "Protocol" (see above).</p> <p>[REDACTED] explained that she was unaware that [REDACTED] had a disability. And she has not heard any [REDACTED] members call him weird, a spaz, or awkward. [REDACTED] told [REDACTED] he went to counseling for his mental health, but she was unaware of any specific disability.</p> <p>[REDACTED] said that [REDACTED] reserved himself from the group during group discussions. It is an open discussion, and [REDACTED] members do not have to raise their hand. He did not have much input, and she does not recall a time where he raised his hand, and no one acknowledged him.</p> <p>[REDACTED] indicated that during a [REDACTED] which was not a [REDACTED], she made a voice that sounded like it was a deaf person. She said it was not intentional. And while the [REDACTED] group was in [REDACTED] explained that it was in poor taste that they joked about her making a voice during that prior [REDACTED] that sounded like it was a deaf person.</p> <p>[REDACTED] said Spring quarter 2017, he walked out on a [REDACTED]. She didn't know why he walked out. A staff member said let's take a break for water, and he never came back.</p> <p>[REDACTED] explained that in [REDACTED] he seemed disinterested in what the group was trying to do. It seemed like he was purposefully distancing himself from the group. And he did not show up for the group's performance</p>
4/25/18	LB met with [REDACTED]	<p>[REDACTED] said in [REDACTED], he had a sour attitude, and distanced himself from the group. They went to central park as a group, and he stood by himself and would not walk with the group. Furthermore, they all got on the subway, and he got on with the group, and he immediately got off right before the subway doors closed [REDACTED] said the group was worried about him.</p> <p>[REDACTED] explained that she wanted to schedule a meeting with him to discuss stepping down from the group. And she tried to contact him four times. But he did not respond, so she consulted with the [REDACTED] advisor [REDACTED], and [REDACTED] recommended that [REDACTED] send him an email. [REDACTED] drafted an email, and [REDACTED] forwarded the email to [REDACTED]</p> <p>[REDACTED] indicated that based on everything that he did, she would not feel comfortable with him being a member of the group.</p>

5/4/18	April 4/18 LB meet with [REDACTED]	<p>LB explained the EO Office's Resolution processes "Protocol" (see above).</p> <p>[REDACTED] explained that she has been with [REDACTED] since fall 2016. She voted for [REDACTED] to be a member of the team because his [REDACTED] skills were really good.</p> <p>She does not recall a time when someone called him a spaz, wired, or awkward.</p> <p>Regarding their mutual friend, [REDACTED] explained that she does not recall telling him he was probably imagining things.</p> <p>[REDACTED] said she also does not recall him raising his hand during meetings, and the team ignoring him. She said when he did raise his hand, they would call on him, and he was generally quiet during meetings.</p> <p>[REDACTED] indicated that in [REDACTED] would leave the hotel before the whole group. She worried about him when he left the hotel before the group. And he would not respond to messages. She was also frustrated with him because she believes [REDACTED] is a team, and his action did not seem to support the team concept. In addition, he did not show up for their performance in [REDACTED]. She believes he tried to distance himself from the team when they were in [REDACTED].</p> <p>[REDACTED] said after [REDACTED], she was in support of him being asked to leave [REDACTED]. After he was asked to leave the team, he kept messaging her at least once a week and she blocked him from messenger and text messages. Since she blocked him summer of 2017, she is not aware of him trying to contact her.</p> <p>She does not recall a time when he put his hand up during a team meetings, and no one acknowledged him.</p> <p>She does not believe the team took actions toward him because of his disability. She was not unaware he had a disability. She tried her best to support him.</p>
5/7/18	LB met with [REDACTED]	<p>LB explained the EO Office's Resolution processes "Protocol" (see above).</p> <p>[REDACTED] explained that he was unaware that [REDACTED] had a disability. In addition, he never heard anyone call [REDACTED] a spaz, awkward, or weird.</p> <p>[REDACTED] said during one [REDACTED], during a break [REDACTED] went behind a curtain and stood there for approximately 10 minutes. The team was concerned about him and asked him why he was standing behind the curtain. However, he would not respond. He eventually just came back to [REDACTED].</p> <p>[REDACTED] explained that another time he just left during [REDACTED] and he did not say anything. The group was concerned, and did not know why he left.</p> <p>[REDACTED] indicated that in [REDACTED] seemed very disconnected from the group. In one situation, [REDACTED] got on the subway with the group, and right as the doors were closing he got off. The group was very concerned about him. He also did not show up for their performance. The group felt like [REDACTED] abandoned them.</p>

5/9/18	LB met with [REDACTED]	<p>LB explained the EO Office's Resolution processes "Protocol" (see above).</p> <p>[REDACTED] explained that she voted on [REDACTED] being a part of [REDACTED], but challenges started to arise when he walked out of [REDACTED] at least three times.</p> <p>[REDACTED] said in [REDACTED], he did not show up for their performance. Also, the whole team got on the subway, and [REDACTED] got on the subway right before the doors closed. The team was very worried and concerned about him after he did that, and he did not offer any explanation. He distanced himself from the group throughout the trip while they were in [REDACTED].</p> <p>[REDACTED] explained that she was unaware that [REDACTED] had a disability, and she did not hear any [REDACTED] members call him weird, spaz, or awkward.</p> <p>Regarding the group discussion. She does not recall a time where [REDACTED] specifically raised his hand and no one acknowledged him.</p>
5/9/18	LB and SGS meet with Darin Rasmussen as Keith Williams	<p>SGS and LB explained to Darin and Keith that they have been working with [REDACTED] informally regarding his concerns with [REDACTED]. LB talked to several [REDACTED] members and discovered that [REDACTED] allegedly made numerous comments about suicide. Plus [REDACTED] allegedly made a comment about a gun.</p> <p>Daren and Keith explained that they will do a welfare check on [REDACTED]. They had previously dealt with gun comment issue.</p> <p>In addition, they will contact [REDACTED] and possibly attend a [REDACTED] meeting to talk to the group about a safety plan.</p>
5/9/18	LB called [REDACTED]	<p>LB informed [REDACTED] that he met with UPD about [REDACTED] and UPD will be following-up with her.</p>
5/15/18	LB met with [REDACTED]	<p>[REDACTED] explained that she attended the Tuesday [REDACTED] [REDACTED] from Oct 2015- spring 2017. She recalls that [REDACTED] was called up because he was one of the best doing [REDACTED]. She never heard any members say anything negative about [REDACTED]. And does not recall anyone taking any negative action toward him.</p> <p>[REDACTED] said the interaction between [REDACTED] and [REDACTED] appeared to be professionally polite. She noticed that [REDACTED]. And she explained that [REDACTED]. They go through [REDACTED]. She believes [REDACTED] had the ability to [REDACTED], but she does not know why he never did it.</p>
5/15/18	LB called [REDACTED]	<p>[REDACTED] explained that he is a former [REDACTED] member who graduated in 2016. He was a part of [REDACTED] with [REDACTED] Fall 2015- winter 2016. He said [REDACTED] started attending the [REDACTED], and there was discussion about asking him to join the main group.</p> <p>[REDACTED] said his recollections regarding [REDACTED] and [REDACTED] were positive. He never witness any negative encounters with [REDACTED] and any [REDACTED] members. He never heard and [REDACTED] members call [REDACTED] any names, and he recalls [REDACTED] having many positive relationships with [REDACTED] members.</p>

5/16/18	SGS and LB talked to [REDACTED]	<p>LB explained to [REDACTED] that he talked to five current and former [REDACTED] members, and based on information LB learned during those conversations, it does not appear that the [REDACTED] members asked him to leave the clubs based on his disability. All the current [REDACTED] members that LB talked to indicated that they did not know that [REDACTED] had a disability.</p> <p>They indicated that they asked [REDACTED] to leave the clubs based on several things that [REDACTED] had done while he was a member of [REDACTED]. They told [REDACTED] that according to AS Student Club Coordinator (Jennifer Cook), club members can make a decision on membership if they feel a person is disruptive.</p> <p>[REDACTED] was informed that two former [REDACTED] members (names that [REDACTED] had given him) that LB talked to said they recall [REDACTED] having a positive relationship with [REDACTED] and they did not recall any incidents where [REDACTED] members called him disparaging names.</p> <p>[REDACTED] explained that he was very disappointed that he would not able to join [REDACTED] again, and appeared to be very distraught. LB asked [REDACTED] if he would like LB to call the Counseling Center to make an appointment. [REDACTED] told LB he had an appointment to see his personal counselor later in the evening. SGS asked [REDACTED] if he was okay, and if the EO Office could be of any further assistance. [REDACTED] said he did not need any further assistance, and then asked if he could leave the meeting.</p>
5/16/18	LB called Michael Sledge	To update him about [REDACTED].
5/16/18	LB called Keith Williams from UPD	To update him about [REDACTED]
6/25/18	LB called Jennifer Cook	LB asked Jennifer if she was aware of any issues regarding [REDACTED] misappropriation of fund. Jennifer explained that a member talked to her about concerns regarding misappropriation of fund. She explained that the person did not have any detail to substantiate their claim, and she referred them to Michael Sledge.